



An Employer of Choice

City of Winchester
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WHY

CHOOSE

THE

CITY
of Winchester

?

The answers
may be just
what you are
searching for.

WHO ARE WE?

The City of Winchester is the local government entity and operates under the Council-Manager form of government. This form of local-government clearly distinguishes between policy and administrative functions allowing employees the opportunity to make a difference in the lives of city residents while maintaining quality customer service. The City is an equal opportunity employer. We have a growing workforce of over 450 employees and believe strongly in creating opportunities not only for our residents but for our staff as well. Staff can take advantage of the many opportunities such as, career development, sabbaticals, trips overseas, continued education, personal assistance, and much more. Look inside and learn more about our values, goals, commitments, programs, and benefits package. If you read on, you'll surely see why the City of Winchester has become an **employer of choice** for the region.

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"Providing quality services to our residents in a cost-effective, efficient and courteous manner, while anticipating the future needs of our community."

Look no further. The City of Winchester has what you are searching for!

NEED A JOB?

FINDING JOB OPENINGS

To see current job openings, visit our website at www.winchesterva.gov. Or you can visit Rouss City Hall to view the vacancy report posted on the main floor and on the third floor. For your convenience, call the job line at (540) 667-1815, ext. 1449 to hear a recording of the jobs available. Other avenues include: WCT - Channel 20, Virginia Employment Commission, newspaper ads, professional journals, and job fairs.

TIPS FOR COMPLETING AN APPLICATION

Ensure the information on the application is current and legible and please write in ink. Remember that the appearance of your application will reflect your interest in the position, as well as give an example of your work.

If there is a question regarding your reasons for leaving a position, be prepared to answer openly and honestly. References are checked with current and previous employers.

Find out as much about the job being posted and how it relates to your background experiences.

Don't assume the reviewer will understand the relevance of work experience. Specify your experience as it relates to the position for which you are applying.

Don't forget to include any special coursework, computer software training, or current licenses/certificates that may help you qualify for the position.

List references that can attest to your job related qualifications. Let those references know that you would like to list them as potential contacts.

Answer all questions honestly. Not including or falsifying information that substantially misrepresents your candidacy will lead to discharge (i.e., convictions, academic or work experience).

Have FUN At Work



**“Today is gone. Today was fun.
Tomorrow is another one.”**

- Dr. Seuss

The City encourages its employees to follow the “Fish Philosophy” - a motivational philosophy to help each person make the best of each work day and to find ways to have fun. This is why the City offers several events for employees to enjoy.

HALLOWEEN COSTUME CONTEST

Interested City employees dress up for Halloween and participate in a Halloween Costume Contest. This event is full of friendly competition, creativity, and laughter. Often, departments theme their costumes together and create skits to perform during the contest. The City’s Halloween Costume Contest has never been short of side-splitting hilarity as everyone competes for prizes and bragging rights. Costumes are worn all day.



PICNIC & POOL PARTY

Each summer, the City invites all employees, retirees and their families to an outdoor picnic. Department Heads man the grills, while everyone takes a dip in the pool, catches up with friends, or relaxes in the sun.

ANNUAL KICKBALL TOURNAMENT

The City also holds an employee kickball tournament. The team captains raise money for sponsorships and all money goes to a local charity. The double elimination tournament is held during the picnic and pool party.

EMPLOYEE RECOGNITION BREAKFAST

The City hosts the annual Employee Recognition Breakfast. All employees, retirees, and councilors are invited to a catered breakfast off-site as the City Manager honors recent retirees, recognizes employees’ years of service and presents personalized awards.



HOLIDAY PARTY

The end of each year is celebrated with an evening party where all City employees and a guest are invited to attend. There is always plenty of good food, live music and dancing to go around.

ADMINISTRATIVE PROFESSIONAL’S DAY

Each April, all office and clerical support staff are treated to a day just for them. Participants enjoy a half day off-site of motivational activities, while enjoying a special breakfast, lunch and door prizes. Following lunch, all participants are free to enjoy the rest of the off with pay. Meanwhile, Department Heads take turns at the switchboard and perform the responsibilities of their administrative staff. It’s a special day to say “thank you” for the unwavering support these professionals provide every day.

EMPLOYEE SPORTS LUNCHEON

Similar to Administrative Professional’s Day, this special day is just for the people that do the hands-on work. Following the team theme that is often associated with sports, this special day is designed to give them a break to enjoy a catered event and several sporting activities.

LADIES’ BREAKFAST

This holiday breakfast, for ladies only, gives those interested a chance to get to know their co-workers while enjoying a catered breakfast off-site. Ladies that want to participate in a gift exchange, bring a small gift to exchange animously. This popular event is hosted by the participating ladies from different departments each year.

The breakfast dates back to at least 1956 and was held upstairs in City Hall because the group was so small. Everyone drew names to exchange gifts and the breakfast included coffee and pastries. Over the years, the number of women working for the City grew and so did this event. It was always set up to be an event planned and paid for by the ladies themselves.

Continue Your Education



“Education is not preparation for life; education is life itself.”

- John Dewey

The City of Winchester believes strongly in the importance of education and encourages its staff to take advantage of all educational programs and incentives.

TUITION ASSISTANCE

Tuition assistance is designed to improve the quality of leadership and encourage continued training and education for enhanced job performance and potential advancement. This cost-sharing program aids employees in furthering their training and education. Eligible expenses include tuition, fees and books.

EDUCATIONAL INCENTIVE PLAN

The attainment of higher education serves to improve the quality of leadership in City operations, enhances job performance and provides advancement opportunities. The Education Incentive is an annual monetary bonus of up to \$1,500 for attaining education above what is required or preferred of the position.

CAREER DEVELOPMENT PROGRAM

The purpose of a career development program is to provide employees an opportunity for advancement in a career path. The City is committed to a policy that increases the prestige and performance level of employees who continue professional development efforts throughout their careers.

BASIC EDUCATIONAL SKILLS TRAINING

The City partners with Northern Shenandoah Valley Adult Education to offer several classroom instruction for employees who have less than a high school education and is divided into three programs:

- General Equivalency Diploma preparation
- Skills improvement - for employees who tests less than 8th grade, but who has some basic education background. This program helps improve reading, writing, math, and spelling for GED preparation.
- Literacy tutoring - for employees with less than a third grade education who has little, if any, reading skills. This program is strictly voluntary and the employee has the right to keep his/her identity confidential. In addition, the employee goes through the course on a self-paced basis (year-round enrollment).

EXCELL ACADEMY

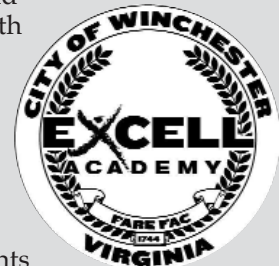
This internal academy, created in 2001, is a year-long educational program comprised of a series of sessions designed to address City and regional policies, budget and purchasing procedures, and philosophies critical to the successful functioning of current management level personnel, as well as future organizational leaders. In addition, these seminars are augmented by three college level courses conducted in partnership with Lord Fairfax Community College (LFCC).

A class of twenty to twenty-five is selected for the Academy each year. The students take one class each semester with hours ranging from three to seven per week. These classes include:

- Organizational Management;
- Introduction to Microcomputers; and
- Effective Business Writing and Presentation Skills.

After successfully completing each class, the participants receive college credit for three courses from LFCC.

The participants also take a Field Day with a City department with which they are unfamiliar. For example, an EXCELL student that works in the Treasurer's Office could take a Field Day with Fire & Rescue and vice versa. This activity provides an opportunity for students to learn how other City departments operate.



Finally, the class chooses a community service project and works together as a team to accomplish the goals of the project. Community service projects over the last three years have ranged from cleaning a creek at the Youth Development Center to feeding needy children hot lunches throughout the summer.

During the academy, participants develop new friendships with their classmates that create a network of people in different City departments to contact, in order to provide better customer service to residents.

Commitment To Further Development



The City is continuously looking for new training opportunities and has created a mandatory and voluntary internal training program.

MANDATORY TRAINING PROGRAM

Each employee must attend ten development training sessions during their first two years of employment or after a new training class is added. These courses are held during working hours and organized by the Administration Department. The ten mandatory training sessions include:

- New Employee Orientation
- Valuing Diversity
- Quality Customer Service
- Preventing Workplace Violence
- Ethics
- Safety Manual Overview
- FISH Philosophy
- Environmental Management System
- Command Spanish (job-specific phrases)
- Preventing Sexual Harassment

VOLUNTARY TRAININGS

Continuing education is important for each employee both personally and professionally. Therefore, additional training programs are offered, including:

- Resolving Tension in the Workplace
- Women's or Men's Health
- Performance Evaluation
- Language Line
- Hazard Communication Standard
- Automatic External Defibrillators
- Identity Theft
- Defensive Driving
- Conducting Lawful Interviews
- Substance Abuse
- Team Building
- Myers-Briggs Type Indicator
- Preventing Discrimination

These programs are offered on a rotating basis throughout the year to give everyone the opportunity to attend on City time and with pay. The City also partners with Lord Fairfax Community College to offer educational classes such as beginner, intermediate and advanced Microsoft Word & Excel.



We've Got You Covered

Do employment benefits make a difference when choosing a new employer? They should. The City of Winchester offers a very generous benefits package that adds approximately 30% to your annual salary. For example, if you earn \$23,271 per year, your total income exceeds \$30,250.

OPTIONS! OPTIONS! OPTIONS!

The City offers a cafeteria-style benefits plan allowing employees to choose the coverage that best suits their situation from seven options, including:

- 1) medical/vision insurance,
- 2) dental insurance,
- 3) cancer insurance,
- 4) short term disability insurance,
- 5) pre-paid legal insurance,
- 6) critical illness insurance, and
- 7) medical/dependent care flexible spending accounts.

WE CAN HELP WITH THE EXPENSES!

The City understands that health insurance is expensive and wants to help lessen the burden. Therefore, the City offers Flex Dollars and currently contributes over \$5,500 to each employee's annual salary to help pay for the total cost of benefits.

FLEX THOSE DOLLARS!

Depending on the options you chose, you may have money remaining to start a Flexible Spending Account. This spending account works like a savings account and the money saved can be used for reimbursement of your out-of-pocket medical and dependent care expenses...pre-tax! If you do not have money left over from your City Flex Dollars, you are encouraged to contribute to the account to pay for your predictable medical and/or daycare expenses. Flex dollars are taken out of your salary before taxes, which saves you plenty of money in the long run.

WANT MORE INFORMATION?

The following pages show both the options and costs in the cafeteria plan (called WINFLEX), the details of each WINFLEX option, and other important benefits.

WINFLEX - Flexible Benefits Plan

The City contributes to each classified employee to purchase from the following menu of benefits.

Option 1 - Medical & Vision Coverage		Employee Only	Employee & Child	Employee & Spouse	Employee & Family
<input type="checkbox"/>	KEYCARE 500 Medical Plan	<input type="checkbox"/> \$190.00	<input type="checkbox"/> \$250.00	<input type="checkbox"/> \$315.00	<input type="checkbox"/> \$465.00
<input type="checkbox"/>	KEYCARE 1000 Medical Plan	<input type="checkbox"/> \$125.00	<input type="checkbox"/> \$175.00	<input type="checkbox"/> \$220.00	<input type="checkbox"/> \$290.00

Option 2 - Dental Insurance Coverage		Employee Only	Employee & Child	Employee & Spouse	Employee & Family
<input type="checkbox"/>	Dental Insurance Coverage	<input type="checkbox"/> \$8.25	<input type="checkbox"/> \$15.43	<input type="checkbox"/> \$16.32	<input type="checkbox"/> \$26.47

Option 3 - Cancer Insurance Coverage		Employee Only	One Parent Family	Two Parent Family
<input type="checkbox"/>	Cancer Insurance Coverage	<input type="checkbox"/> \$7.34	<input type="checkbox"/> \$15.43	<input type="checkbox"/> \$11.77

Option 4 - Short Term Disability Insurance		Birth Date	Cost varies depending on age and benefit amount.							
<input type="checkbox"/>	Short Term Disability Coverage	/ /	\$100	\$150	\$200	\$250	\$300	\$350	\$400	\$450

Option 5 - Prepaid Legal Insurance		Rate
<i>Note: This benefit may only be paid with "after-tax" dollars.</i>		
<input type="checkbox"/>	Prepaid Legal Insurance Coverage	<input type="checkbox"/> \$6.90

Option 6 - Critical Illness Insurance Coverage <i>Note: May only be paid with "after-tax" dollars.</i>		Cost is determined based upon your selection of who is covered; the amount of coverage (\$15,000/\$30,000/\$5,000); and whether those covered are tobacco users. A cancer rider is also offered.
<input type="checkbox"/>	Critical Illness Insurance Coverage	

Calculate Your Benefit Expenses

#1 - Add the bi-weekly costs from the options chosen above:

Option 1 \$ _____
 Option 2 \$ _____
 Option 3 \$ _____
 Option 4 \$ _____
 Option 5 \$ _____
 Option 6 \$ _____
 Option 7 \$ _____ **Total** _____

#2 - Calculate Benefit Expenses:

\$ _____ Total Cost of Options
 - _____ City Flex Dollars (\$210 in 2006)
 = _____ **Total**

If the "Total Cost of Options" is greater than the "City Flex Dollars", the amount will be deducted from your paycheck. If the "Total Cost of Options" is less than the "City Flex Dollars", then the remaining dollars can be used in a Flexible Spending Account to reimburse out-of-pocket medical or dependent care costs.

Option 7: Medical and/or Dependent Care Flexible Spending Account		Enter Your Bi-Weekly Contribution Here
<input type="checkbox"/>	Medical Expense Flexible Spending Account	
<input type="checkbox"/>	Dependent Care Flexible Spending Account	

Benefits To Talk About



WINFLEX**

Classified employees are eligible to participate in a cafeteria-style benefits plan. The City adds a fixed dollar amount to each employee's gross pay, and most benefits are deducted on a pre-tax basis. Employees can choose from health insurance, dental, short-term disability, pre-paid legal, critical illness, and flexible spending accounts. Flexible spending accounts can be opened to pay for dependent day care and unreimbursed medical expenses.

HEALTH & ENHANCED VISION**

The City offers classified employees the opportunity to enroll in one of two preferred provider group health insurance plans. The employee may choose to purchase individual, spouse, child, or family insurance. The health plan contains enhanced vision which includes an annual routine eye exam, eye glasses, and contact lens fitting as well as network discounts.

DENTAL**

The City offers a basic dental plan to its classified employees. The plan provides 100% coverage with no deductible for preventive care which includes cleaning and x-rays. Basic treatment such as filling and extraction is covered at 80% after a \$25 deductible.

SHORT-TERM DISABILITY**

All classified employees have the option of enrolling in short-term disability. The premium is based on the employee's age and up to 70% of their weekly salary. Benefits will become payable on the 15th day of disability and will be payable for a maximum of 26 weeks. The payment of premiums is required during the period of disability.

PRE-PAID LEGAL**

All classified employees have the option of enrolling in pre-paid legal insurance with preventative services such as legal document review, will preparation, and telephone consultations; motor vehicle services include personal injury/property damage collection assistance of \$2,000 or less; trial defense services as well as other legal services.

"Leadership and learning are indispensable to each other."

- John F. Kennedy

CRITICAL ILLNESS**

All classified employees have the option of enrolling in Mutual of Omaha's Critical Illness Insurance which pays an up-front cash benefit upon diagnosis of a covered illness or condition. The premium is based on the employee's age and benefit selection. A \$50 wellness rider is included with this benefit.

RETIREMENT**

All full-time classified employees participate in and are governed by the Virginia Retirement System (VRS). An employee may retire at a reduced rate beginning at age 50 with 5 years of service. Full service benefits may be received at age 50 with 30 years of service. Sworn law enforcement personnel and uniformed firefighters can retire beginning at age 50 with 25 years of service. Non job-related disability retirement may be granted after 5 years of service if medical conditions warrant and all other qualifications established under VRS are fully funded by the City.

The City contributes 5% of each employee's salary to their individual retirement account.

LIFE INSURANCE**

All full-time classified employees are provided group term life insurance, accidental death and dismemberment insurance through the VRS. Compute life insurance coverage by doubling the next highest thousand dollars above the annual salary. Example: If the annual salary is \$23,271, life insurance coverage is \$48,000.

OPTIONAL LIFE INSURANCE**

Employees covered by the life insurance may choose to purchase additional coverage on themselves, their spouses and/or children. This optional coverage is based on one to four times an employee's salary.

SOCIAL SECURITY

All employees are covered under the Federal Old Age Survivor's Disability and Health Insurance Program which is commonly referred to as Social Security.

UNEMPLOYMENT COMPENSATION

All employees are covered under the State Unemployment Compensation Act.

** Thirty day waiting period required before enrollment.

Benefits Examples



More Benefits to Talk About

The City contributes WINFLEX dollars to every employee’s benefits depending on the hours worked. Below illustrates the money provided and the possible out-of-pocket bi-weekly expense for both benefits plan.

WINFLEX \$210.00 - for all full-time classified employees participating in the health insurance plan

WINFLEX \$157.50 - for all part-time classified employees working 30 to 40 hours/week on a regular basis and participating in the health insurance plan

WINFLEX \$105.00 - for all part-time classified employees working 20 to 30 hours/week on a regular basis and participating in the health insurance plan

WINFLEX \$78.00 - for all full-time classified employees who opt out of the health insurance plan

WINFLEX \$58.50 - for all part-time classified employees working 30 to 40 hours/week on a regular basis and who opt out of the health insurance plan

WINFLEX \$39.00 - for all part-time classified employees working 20 to 30 hours/week on a regular basis and who opt out of the health insurance plan

IF YOU CHOOSE: YOU’LL HAVE:

KEYCARE 500	\$20 per pay WinFlex \$s
KEYCARE 1000	\$85 per pay WinFlex \$s
<i>Employee Only</i>	
KEYCARE 500	to pay \$1,040 in annual premium
KEYCARE 1000	\$35 per pay WinFlex \$s
<i>Emp + child</i>	
KEYCARE 500	to pay \$2,730 in annual premium
KEYCARE 1000	to pay \$260 in annual premium
<i>Emp + child</i>	
KEYCARE 500	to pay \$6,630 in annual premium
KEYCARE 1000	to pay \$2,080 in annual premium
<i>Emp + family</i>	
	(\$4,550 in annual savings)

DEFERRED COMPENSATION PLAN

All classified employees may participate in the Deferred Compensation Plan. The plan allows the employee to defer a portion of salary which will not be subject to current federal or state income taxes. The deferred amount is invested with firms under contract with the City and is not available for withdrawal until retirement or termination. An individual account is established for each participant for the accumulation and payment of benefits. The overall purpose of the plan is to lower current income taxes and increase the money available for retirement income.

EMPLOYEE ASSISTANCE PROGRAM

To help employees and their family members with personal problems, the City has available an Employee Assistance Program (EAP). This program provides up to three free treatment visits in a twelve month period to employees and their family members living in their household. The EAP provides a 24 hour confidential counseling intervention service for employees experiencing such problems as alcohol and drug related problems, marital conflicts, family problems, emotional difficulties, legal problems, and financial concerns.

ADVANCED EARNED INCOME CREDIT

If you are eligible for earned income credit (EIC) on your yearly return, and have a qualifying child, you may be eligible to receive advance payments of this tax credit with your pay. Income limits are set each year by the Internal Revenue Service (IRS) and can be found on the IRS Form W-5. This benefit must be reapplied for each tax year.

EMBRACE THE CHILDREN (ETC)

ETC is before and after school child care that is accessible and affordable to serve the needs of school age children in grades K-5. The program is licensed by the VA Department of Social Services and operated by Winchester Parks and Recreation Department in cooperation with the Winchester Public School System. Employees are eligible for a program discount.

Days Off and Pay Raises



Leave Benefits

ANNUAL LEAVE

All full-time classified employees are granted annual leave as follows:

- 0 to 5 years** - 12 days per year
- 5 to 10 years** - 15 days per year
- 10 to 20 years** - 18 days per year
- 20 + years** - 21 days per year

Vacation may be taken in any manner mutually agreeable to the employee and their supervisor or department head. Employees may accumulate vacation up to two times the annual accrual rate.

SICK LEAVE

The City's sick leave policy provides unlimited accrual of sick leave at the rate of one day per month worked. A doctor's statement may be required for the use of sick leave. Employees are covered under worker's compensation for injuries received on the job.

HOLIDAYS

Employment with the City entitles one to the following 7 holidays plus 6 "floater" (personal choice days):

- New Year's Day** (January 1)
- Memorial Day** (Last Monday in May)
- Independence Day** (July 4)
- Labor Day** (First Monday in Sept.)
- Thanksgiving Day** (4th Thursday in Nov.)
- Day after Thanksgiving**
- Christmas Day** (December 25)

Employees may be required to work on the above dates in order to provide necessary service to citizens. When this occurs, additional compensation is provided.

PAY DAY

City employees are paid on a bi-weekly basis and receive direct bank deposit of pay every other Friday.

MERIT INCREASES

Employees are evaluated at least semi-annually by their supervisor and department head, and may be eligible for a yearly merit increase based on job performance. Raises are set by City Council.

ANNIVERSARY RAISES

Eligible employees receive 5 cents increases on their 2nd, 3rd, 4th, 5th, 7th, 9th, 12th, 16th, 21st and 25th year of employment with the City.

FAMILY AND MEDICAL LEAVE

Qualified employees are able to take up to twelve work weeks of unpaid family and medical leave as a result of the birth, adoption or placement of a child for foster care, to care for a spouse, child or parent with a serious health condition, or a disabling illness of the employee.

FUNERAL LEAVE

When there is a death of a close family member, a classified employee will be excused from work with pay. Funeral leave will not exceed three consecutive work days. If more than the allotted time is needed, or if leave is desired for a death other than the employee's family, other leave policies may be used.

SICK LEAVE BANK

All full and part-time classified employees may elect to participate in the Sick Leave Bank. New employees may enroll after six-months of employment. The bank is designed for extenuating health circumstances where an employee does not have adequate leave to meet the medical need without adversely impacting his income. Prior to withdrawal, the member must use up all sick leave and 50% of remaining available leave balances. Eligible members may draw up to 240 hours (approximately six working weeks) during a rolling twelve-month period.

CIVIL LEAVE

Civil leave will be granted to an employee to serve on a jury or if subpoenaed as a witness. The employee must show the supervisor the order requiring such duty. An employee having been granted civil leave shall be compensated at the regular rate of pay during court appearances. Any compensation for jury duty may also be retained by the employee.

MILITARY LEAVE

Military leave will be granted to employees who qualify under the terms of section 44-93 of the Code of Virginia (1950), as amended.

BLOOD DONATION LEAVE

With supervisor approval, an employee is allowed reasonable time off with pay while donating blood.

Commitment to the Community



Other Cool Opportunities

Employees of the City of Winchester have many opportunities to give back to the community they serve by fundraising or volunteering.

COMMUNITY GIVING

Be An Angel

During the holiday season, the City participates in the Salvation Army's Angel Tree program. Employees have the opportunity to buy items listed on the child's Christmas wish list and make the holiday extra special.

Help Those In Need

When tragedy hits Winchester, the U.S., or the world, City employees come together to make donations and to give their support. For instance, when Katrina hit the south, City employees took it upon themselves to organize a drive to help the people affected by the tragedy. The City supported these efforts and contributed by providing transport of donated items to the agency as well as collection areas.



Give The Gift Of Life

The City encourages each employee to give blood. Time off with pay is allowed without charge against leave balances while donating blood.

Volunteer Your Time

The City of Winchester is continually involving itself in the community providing several volunteer opportunities for employees. For example, each year the City puts together a team to participate in the United Way's Day of Caring. City employees also sign up each holiday season to ring the bell for the Salvation Army.



SABBATTICAL INTERNSHIP PROGRAM

Have you ever held a job that you enjoyed but was emotionally, mentally or physically draining? Did you ever wish you could just take a break so you could regain your respect for and drive to complete your daily responsibilities? The City of Winchester offers this unique opportunity to employees that need to take a break from their job. These employees become interns in another City department where they can be most productive. Sabbatical interns work on important projects and provide assistance to the department. The sabbatical lasts approximately six months and upon completion, the employee returns to his or her original position refreshed and ready to tackle anything.

BALTIC EXCHANGE PROGRAM

Partnering with the Marsh Institute for Public Policy at Shenandoah University, this program is designed to send two administrators/supervisors to Lithuania in the spring for one to two week opportunity. This is Lithuania's way to say "Thank You" for hosting their exchanges to Winchester. Employees making the trip share in the cost and must use their annual or floater leave.

MEET PUBLIC SERVICE EMPLOYEES FROM ALL OVER THE WORLD!

The City has partnered with the International City/County Management Association to host representatives from Lithuania, Bulgaria, and South Africa as they learn how the City operates on a daily basis. The things learned during their stay will help them provide better services to the people in their respective communities. The City also learns a lot from them!



Bongeka Mbanya
from South Africa



Two City employees have fun
in Lithuania.



Award Winning PROGRAMS

The City of Winchester is proud of its successful employee and public programs; many of which have received awards in recognition for being innovative, compassionate, smart, and effective.

2005 All-America City Award

In June, 2005 the City was nationally recognized as an All-America City by the National Civic League. The City was one of 30 communities throughout the country selected to compete for the award and was one of only 10 winners. Programs nominated for the award were: Our Health, the Boy's and Girl's Club, and Mission: Communicate.



2005-2006 Award Winning Programs

• Internal Training Program

ICMA (International City/County Management Association) presented the City of Winchester an In-Service Training Award in 2005 for its extensive and effective continuing education programs.

• Sabbatical Internship Program

The Virginia Municipal League awarded the City the 2005 Achievement Award for devoting many resources toward the development and cultivation of its current workforce to ensure quality leadership in the future.

• Successful Public-Private Partnership

The Innovation Groups (Innovation in Local Government Award) and the Virginia Municipal League (Achievement Award) awarded the City and Our Health in 2006 for coming together and creating an outstanding innovation that continues to assist thousands of people every year.





"If human beings are perceived as potentials rather than problems, as possessing strengths instead of weaknesses, as unlimited rather than dull and unresponsive, then they thrive and grow to their capabilities."

- Barbara Bush